

Minneapolis VA Medical Center
Nursing Services
August 2007

Student Nurse Technician 4 (SNT-4) Position Description
(for students with 1 year clinical experience in an RN program)

The **Student Nurse Technician 4 (SNT-4)** is responsible for providing direct patient centered care. S/he works under the direct supervision of the Registered Nurse. Clinical care of patients is limited to previous educational and clinical experiences. The SNT-4 is required to have completed at least one year of clinical training in a school of nursing. At the completion of the SNT-4's education, training and graduation, VA employment will end.

The SNT-4 position (defined as temporary intermittent) does not offer health coverage, vacation, sick pay, holiday pay, or shift differential. However, the SNT-4 may earn weekend differential and overtime. Flexible self-scheduling options are available. SNT-4 may work up to 40 hours per week, with no minimum requirement. The SNT program manager reserves the final authority to make scheduling changes based on facility needs.

The SNT-4 may perform nursing activities with the exception of medication administration and intravenous therapy/blood transfusions. Competency in the skill/activity is validated by a Nursing Instructor, Nurse Manager, and/or Registered Nurse to assure that performance is satisfactory. The level of assignment is based upon documented competency as identified on the orientation skill inventory. The competency validation tool will be utilized by the Staffing Supervisor and/or Nurse Manager to assess maintenance of and development of competency level. SNT-4 assignments are coordinated by the Nurse Manager, Charge Nurse, or designee.

Functions/Competencies

Allied nursing functions are defined as direct and indirect activities related to patient care as appropriately assigned by the RN.

- ❑ Adheres to VA and nursing policies
- ❑ Assists with selected activities related to patient admission/discharge
- ❑ Collects patient information including observation of overall condition
- ❑ Uses information management technologies
 - Accurately documents patient information
 - Protects confidentiality of patient information
- ❑ Provides patient information to the RN for inclusion in the patient's plan of care
- ❑ Provides patient health education as directed by the RN
- ❑ Completes assignment, reports to supervising RN when assignment has been completed or when unable to complete activities
- ❑ Safely performs the following functions:
 - Measures and documents vital signs
 - Provides routine hygienic/activities of daily living care
 - Administers enteral feedings and checks for residual
 - Performs dressing changes/wound/ostomy cares
 - Demonstrates use/care of urinary drainage devices
 - Administers respiratory therapies
 - Demonstrates gastric and nasopharyngeal suction procedures
 - Administers non-medicated suppositories and cleansing enemas
 - Performs CPR
 - Reports changes in IV flow rates
 - Removes IV intra-catheters
 - Applies heat/cold therapies
 - Collects patient specimens
- ❑ Provides care to patients on Special Observation , depending on unit needs
- ❑ Provides care to patients recognizing issues of cultural diversity and stages of development.

Function/Competency Element I

Safety is defined as adherence to safety guidelines in accordance with MVAMC policy, the safe utilization of equipment, and the reporting of unsafe/unhealthful working conditions or unsafe equipment.

- ❑ Recognizes, reports, and takes appropriate action for changes in patient condition including emergencies
- ❑ Employs appropriate lifting/moving/transfer techniques/devices
- ❑ Utilizes standard precautions and adheres to isolation precautions.
- ❑ Maintains a safe/clean work environment
- ❑ Demonstrates appropriate action in emergency environmental situations
- ❑ Utilizes equipment in a safe manner
- ❑ Reports unsafe equipment and/or working conditions to appropriate individuals
- ❑ Completes mandatory safety training/annual reviews

- ❑ Utilizes continuum of patient safety interventions.
- ❑ Function/Competency Element II

Interpersonal Communication is defined as the demonstration of positive people skills in interactions which reflect caring, service orientation, professionalism, understanding, helpfulness and concern toward patients, visitors and other VA employees

- ❑ Delivers care to patients in a respectful and non-judgmental manner
- ❑ Maintains patient's right to privacy and confidentiality
- ❑ Communicates in a courteous and respectful manner
- ❑ Uses appropriate channels of communication
- ❑ Attends unit-based staff meetings
- ❑ Follows verbal and/or written instructions
- ❑ Accurately conveys and receives information through either verbal and/or written communication
- ❑ Maintains appropriate boundaries with patients, families and VA employees
- ❑ Respects all forms of diversity
- ❑ Uses organizational channels (including Ethics Committee) to seek personal and ethical conflict resolution
- ❑ Adheres to policy on uniform/dress code